REMARKS

Claims 1-3, 5-12, and 14-24 are pending.

Claims 1-3, 5-12, and 14-24 stand rejected.

Claims 1-3, 5, 10-12, and 14-20 have been amended. No new matter has been added. Support for the amendments can be found, at least, within paragraphs [0030]-[0032] of the originally-filed specification.

Rejection of Claims under 35 U.S.C. §103

Claims 1, 10, and 19 stand rejected under 35 U.S.C. 103(a) as purportedly being unpatentable over U.S. Patent No. 7,099,350 ("Peterson") in view of U.S. Patent Publication No. 2002/0095456 ("Wensheng"). Applicants respectfully traverse this rejection.

Applicants respectfully submit that Peterson and Wensheng, alone or in any combination, fail to teach or suggest all the elements of independent claim 1, including extracting information in a source format, where the information corresponds to a subset of employee position data items. Independent claims 10 and 19 recite comparable limitations.

As an initial matter, Wensheng currently is not cited as disclosing anything related to the claimed extracting limitation, and is therefore not relevant to the amended extracting limitation.

Some of the distinctions between Peterson and the amended claim limitations can be better understood when the computing environment of the claimed invention is considered. In an example embodiment of the claimed invention, a source system can be a human resource management system and a target system can be an enterprise resource planning system. Given these two systems, each with different objectives in managing employee information, it follows that not every piece of information regarding an employee will be relevant to both systems. For example, while the human resource management system will maintain some employee position data items, it will also manage employee position information that is not relevant to an enterprise resource planning system. Understanding that not all the information in one system is relevant to another system leads to the claimed limitation of extracting information in a source

format, from a source system, which corresponds to a <u>subset</u> of employee position data items, and not all employee position data items. Peterson simply does not present a comparable environment as the following discussion of the cited sections of Peterson illustrates.

Two sections and four figures of Peterson are cited as purportedly disclosing the claimed extracting limitation. *See* Office Action, p. 3 (citing Peterson 3:15-29, 30:23-49, and Figures 49-51 and 65). The first cited section of Peterson is the summary paragraph, which is silent on extracting information corresponding to a <u>subset of employee position data</u>. *See* Peterson 3:15-29. This cited section of Peterson simply presents a high-level description of a conversion process between multiple systems, without any contemplation of extracting information corresponding to of a subset of employee position data, or any type of subset of information.

The second cited section of Peterson describes a diagram of three systems in communication with a server and the details by which data packets between the systems are layered. *See* Peterson 30:23-49. Applicants respectfully submit that this section of Peterson was cited against elements of the extracting limitation that are no longer present. Thus, Peterson's discussion of how data packets are created and handled provides no insight as to the claimed extraction of information corresponding to a subset of employee position data items.

Figure 49 of Peterson is a diagram of two systems that interface by means of ID packets, and the corresponding hardware elements to achieve the interface. *See* Peterson 45:49-61 and Figure 49. Figure 50 of Peterson illustrates a table depicting the multiple ways that different systems might handle vendor IDs. *See* Peterson 46:36-63 and Figure 50. Figure 51 of Peterson is a block diagram illustrating how two databases are merged into one database, where the merging process uses vendor IDs. *See* Peterson 46:64-47:34 and Figure 51. Figure 65 of Peterson depicts the operation of an update and definition process using an ID server. *See* Peterson 55:10-26 and Figure 65. Each of these figures and corresponding sections of Peterson were cited against elements of the extracting limitation that are no longer present. Thus, each of these figures and corresponding sections in Peterson are silent on the newly claimed extraction of information corresponding to a subset of employee position data items.

For at least these reasons, Applicants submit that neither Peterson nor Wensheng, alone or in combination, provide disclosure of all the limitations of independent claims 1, 10, and 19, and all claims depending therefrom, and that these claims are in condition for allowance. Applicants therefore respectfully request the Examiner's reconsideration and withdrawal of the rejections to these claims.

Claims 2 and 11 stand rejected under 35 U.S.C. § 103(a) as purportedly being unpatentable over Peterson in view of Wensheng and further in view of U.S. Patent Publication No. 2003/0229529 ("Mui"). Applicants respectfully traverse this rejection.

Claim 2 depends on independent claim 1, and claim 11 depends on independent claim 10. Applicants respectfully submit that dependent claims 2 and 11 are in condition for allowance for at least the foregoing reasons set forth with respect to the independent claims. Applicants therefore respectfully request the Examiner's reconsideration and withdrawal of the rejections to these claims.

Claims 3 and 12 stand rejected under 35 U.S.C. § 103(a) as purportedly being unpatentable over Peterson in view of Wensheng, and in view of U.S. Patent No. 6,996,776 ("Makely"), and further in view of Mui. Applicants respectfully traverse this rejection.

Claim 3 depends on independent claim 1, and claim 12 depends on independent claim 10. Applicants respectfully submit that dependent claims 3 and 12 are in condition for allowance for at least the foregoing reasons set forth with respect to the independent claims. Applicants therefore respectfully request the Examiner's reconsideration and withdrawal of the rejections to these claims.

Claims 5-9, 14-18, and 20-24 stand rejected under 35 U.S.C. § 103(a) as purportedly being unpatentable over Peterson in view of Wensheng and further in view of U.S. Patent Publication No. 2004/0093351 ("Lee"). Applicants respectfully traverse this rejection.
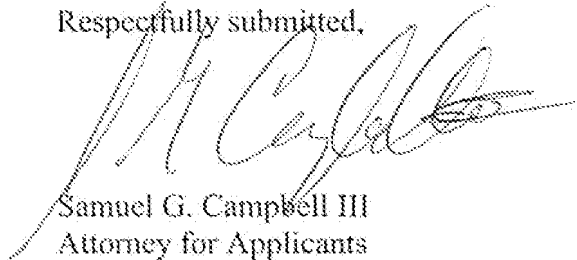
Claims 5-9 depend on independent claim 1; claims 14-18 depend on independent claim 10; and claims 20-24 depend on independent claim 19. Applicants respectfully submit that dependent claims 5-9, 14-18, and 20-24 are in condition for allowance for at least the foregoing reasons set forth with respect to the independent claims. Applicants therefore respectfully request the Examiner's reconsideration and withdrawal of the rejections to these claims.

CONCLUSION

In light of the amendments and remarks set forth herein, this application is believed to be in condition for allowance. Nonetheless, should any issues remain that might be subject to resolution through a telephonic interview, the Examiner is invited to telephone the undersigned.

If any extensions of time under 37 C.F.R. § 1.136(a) are required in order for this submission to be considered timely, Applicants hereby petition for such extensions. Applicants also hereby authorize that any fees due for such extensions or any other fee associated with this submission, as specified in 37 C.F.R. § 1.16 or § 1.17, be charged to deposit account 502306.

Respectfully submitted,

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